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Initial Report

I have genuine concerns about some crew members' knowledge when it comes to training. Mainly for recurrent training. We use a system of revision banks, which is essentially a bank of questions that everyone has access to and enables them to revise from. When it comes to the exam on recurrent training a selection of questions are pulled from these revision banks for the exam. So in theory they've gone through every single question in the bank of questions beforehand and when it comes to the classroom it's a case of picking out the right word that stands out. This then promotes a culture of using said revision banks to revise from and not the necessary manuals to execute the job confidently as there is no incentive to read the manual when people can use revision banks which are the actual exams. This then in turn creates the wrong learning culture. Granted, it is a refresher. But it seems to have gone from a regimented environment of reading the manual and writing/drills/location diagrams etc to a free-for-all on a multi-choice exam to which everyone has access to. I'm not saying it needs to be how it was, but it's gone too far the other way where now people don't attempt to read the SEP manual and use revision banks as the main point of revision and then generally people achieve 100% in exams due to this.

When crew do fail, it is even more concerning when they have had access to revision materials such as revision banks beforehand and still fail. Perhaps revision banks are acceptable but not to replicate the actual exam papers and select a random amount/selection from such aids? People become so focussed on them which cover a small amount of the associated manuals but not refreshing on all knowledge. It almost seems like a quick fix and people revise in this way without actually retaining the information because they just look for the right word or keyline in the choice of answers. This then begs the question that if something were to happen onboard what would they do?

Comment

A crew member has the responsibility of maintaining their knowledge base which should be updated regularly rather than just once a year when preparing for Recurrent training. Crew members undergo evaluations all year round during pre-flight briefings, line checks, and/or onboard assessments. Assessments during recurrent training go beyond the formal test, over these

two or three days there will be several opportunities for learning and evaluation, as well as practical equipment handling, competency-based training, and/or scenarios.



